

the george brown college of applied arts and technology

Future looks good for GBC: president

Decreases in government funding, rising costs and the threat of declining enrollment paint a bleak financial picture for colleges and universities across the province these days. But the outlook for George Brown College is good, says President Doug Light.

"We're in a belt-tightening situation," he says. "We have to exercise control. But this College is far from an emergency situation. We've had a 17 per cent increase in post-secondary enrollment this year. I expect another good increase next year — modest in

'81. After that, we have to plan for maintenance of the status quo and then a possible modest decline in enrollment. We have to exercise control and be as efficient as possible."

"More than 75 per cent of College expenditures are in salaries and fringe benefits," Light says. "Obviously, the best route is to control the number of staff. But that isn't always easy or desirable."

Since 1976/7 school year, salaries and fringe benefits at George Brown have risen 15.2

per cent (to \$29,869,000 in 1978/9 from \$25,910,000 in 1976/7). An inflation rate of more than 25 per cent for the same period has also significantly increased costs. Yet College grant and fee revenues have increased only 16.5 per cent to \$37,996,000 in 1978/9 from \$32,607,000 in 1976/7).

All Ontario community colleges come under a system of formula funding introduced by the Ministry of Colleges and Universities (now Education) in the mid '70s. This means each college receives the

same amount as last year plus 'x' per cent, based on a variety of factors, but limited to a range of 5 to 7 per cent. "The Ministry is continually looking at ways to find a funding formula with universal appeal," says College Comptroller Peter Morgan. "But it's difficult."

"By careful control of complement, we're keeping our salary increases within our grant increases," Morgan says.

"Next year we'll be allocating costs more directly

to the areas of the College where money is expended." For the first time, a "transfer of costs" system will be introduced. Extra costs created for the principals, bursars and other support services by special divisional activities, such as fashion and food shows, will be transferred back to the divisions. "The principals have been recording expenses since November this year so that by next April we'll have an idea of how much these costs are," says Morgan.

Doug Light mentions several other areas of the College where successful cost-control projects are underway. Physical Resources has introduced several energy-saving projects (see separate story this page). Purchasing is currently studying printing and zerox needs to see what efficiencies can be made. Al Davies has a new system for long-distance telephone calls that has saved the College \$7900. The principals have saved significant sums through maintenance efficiencies and attrition. Larger class sizes, economies in supplies and equipment and cost-saving measures introduced at Polson Pier by Sean Donovan over the last two years, are other areas mentioned by the President.

On the other side of the coin, there are departments in the College with good potential for expansion and increased revenue.

Continuing Education is an example. Introduction of many new special-interest courses, combined with increased promotional activity and a lot of hard work by Chairman Bob Struthers, have resulted in a 30 per cent increase in part-time enrollment this fall.

"We can always make money on our part-time courses," says Peter Morgan, "as long as the deans and principals are willing to be hard-nosed about cutting out low-enrollment courses." In addition to fees, part-time courses are funded by the Ministry of Education at approximately half the rate of post-secondary programs.

The new Conference and Seminars Unit, headed by Allan Salmon, is expected to be another money-maker for the College.

"Some programs make more money than others," says Morgan. "Our philosophy, however, is to take all the money and distribute it so that the College as a whole benefits."



WINNIE THE POOH gets his heart beat checked by tonsill patient Tanya Wagner and second-year student nurse Julia Sanders at the Hospital for Sick Children, Dec. 6, as part of the George Brown Nursing Division's celebration of "Year-of-the-Child". The pediatric nursing teachers arranged to have Saars' Winnie visit the hospital, along with a noon-hour speaker program and fund-raising activities, December 3 - 7.

Nurse employers, educators need to communicate

Complaints by employers that graduates of two-year diploma nursing programs are not prepared to enter the workforce are the result of a lack of communication between nurse employers and educators, says George Brown Staff Development Officer Pat Stanojevic.

Mrs. Stanojevic, speaking to about 400 delegates attending the National Forum on Nursing Education in Ottawa in November, said employers and educators have expectations that don't coincide. While the College of Nurses of Ontario (CNO) provides "standards of practice" which

help to determine the objectives of educators and employers, individual expectations of college teachers and hospital administrators have created "disappointments and misunderstandings."

Moreover, a survey conducted by the Registered Nurses' Association of Ontario found that diploma programs reflect clearly the "standards of practice" set out by the CNO. But in hospital settings, this relationship was not as clear, she said. Forty-seven per cent of the hospitals surveyed were found to rely (continued on page 4)

New computer will save college energy

The Physical Resources Department at George Brown will be purchasing a Honeywell Delta 1000 computer system to systematically monitor the use of energy at the College.

The system, estimated to cost more than \$200,000, will pay for itself in four years, says Michael Rant, Director of Physical Resources. By February, the computer will be monitoring electrical demand at St. James Campus and 160 Kendal. It will also be able to automatically shut down equipment not in use and will be totally operable at all campuses in five years.

The College expects to spend about \$4.8 million on energy over the next five years. The new system will automatically reduce energy consumption during off-peak hours such as weekends and nights. Purchase of the computer, which was approved by the Board of Governors last September, is just one project Physical Resources has initiated in an attempt to cut energy consumption in times of spiralling energy costs.

In fact, under a directive issued by College President Doug Light, the department has adopted (in conjunction with campus principals) an objective of cost reductions of \$1 million annually of costs attributed to plant operations. The department has planned to:

- reduce energy consumption;
- increase special funding support from the Ministry of Education for plant expenditures;
- limit renovations and repairs given to outside contractors;
- reduce consumption of

operating materials and supplies;

- transfer plant operating costs more appropriately belonging to academic or support departments;
- reduce plant operating and maintenance staff through attrition (not hiring replacements when vacancies occur).

As chairman of the College's energy committee, Plant Manager Dave Copey says, "Our aim is to collectively reduce energy consumption, which is going to be even more important in the following year with expected increases in (continued on page 3)

Student cook places second

A George Brown advanced apprentice cook placed second in the student category of the second national Wiser's Deluxe Culinary Classic in Montreal Nov. 13 and 14. Thomas Field took second place with his award-winning dish, Lobster Printanerie. Mr. Field received a plaque plus an all-expense-paid trip to Montreal to participate in the contest.

Held at the Chateau Champlain Hotel, the Classic is officially endorsed by the Canadian Federation of Chefs de Cuisine, which represents professional chefs across Canada. Mr. Field and 17 other finalists advanced to the national level after a series of regional preliminary contests were held in October, which attracted more than 300 entries.

Master Chef Maurice Prior of George Brown was a senior judge both regionally and nationally. He was also regional co-ordinator for Ontario.

Industry urges colleges to teach word processing

Word processing is one of the few careers that can almost guarantee college students a job when they graduate, says Cynthia Moore, President of the International Word Processing Association.

She has seen the concept of word processing grow from a small beginning in the 1960s to become an intricate part of office procedures in many businesses and industries. "There are never enough graduates to fill employment needs," she says. But this year George Brown College has entered the field, offering the first two-year post-secondary Word Processing program at community colleges in Ontario.

Eleven students have enrolled directly into the program's second year. Approval for the program from the Ministry of Education didn't come through until May, says Ed Dunn, a Chairman in the Business and Commerce Division. "That left little time for advertising the program, and most prospective students had already chosen their programs," he says. A significant increase in enrollment is expected next September.

Word processing systems first appeared with the introduction of automatic typewriters in the 1930s. These machines could repetitively type form letters using a punched paper roller storage mechanism similar to those found on the player piano which was popular at the time. But it wasn't until the advent of computers in the early 1960s that newer typing systems with magnetic recording media, internal memory and visual displays enabled typewriters to merge pre-recorded phrases, lines and paragraphs, transcribe dictation onto magnetic media at high speed for subsequent error correction and much more.

In simple terms, word processing systems allow for typing speeds of more than 450 words per minute, reduce required proofreading, increase quality of output and improve



Elaine Wiggins, second-year legal secretarial student, works at an AES Plus Text Editor, which can print 540 w.p.m. on read-out paper after information has been placed in the machine's memory by an operator.

the use and control of personnel through a word processing centre, thereby increasing productivity.

Today, there are few businesses, law firms, service industries, accounting and purchasing departments that don't employ word processing operators. At George Brown, the two-year Word Processing program provides hands-on experience on the most up-to-date video display text-editing systems. The program trains operators, and those with previous related work experience can go straight into the program's second year to prepare for supervisory positions in word processing centres when they graduate.

The tremendous growth of the industry became visibly apparent with the formation of the International Word Pro-

cessing Association in 1975. With more than 8,000 members, the organization has 62 chapters around the world. "We keep members informed of new developments in the field," says President Cynthia Moore.

But the association has also helped to implement programs and courses in word processing through involvement with the Ministry of Education and encouraging schools to take on the responsibility of supplying qualified workers in the field.

In the business world, says Ed Dunn, manufacturers talk in terms of billions of dollars invested in word processing equipment, operators, supervisors and management. "I don't even think industry people have anticipated the enormous rate of growth in this area."

New Staff and Changes

Library Services: Elizabeth Ardiel, technician; Ita Ferdinand, librarian; Marcia Pulleyblank, librarian; Elizabeth Schumann, librarian (these new staff will be rotating among the campus libraries). **Hospitality Division:** Philippe Alcide, Dorothy Ellis, John Hawkins, Charles Jacobs, Marcel Louza, teaching masters, Kensington Campus; Steve Queen, technician, Kensington Campus; Stephanie Rayner, high school students summer employment project, Kensington Campus; Werner Bongers, Kensington Campus; **Community Services:** Judith McCallum, supervisor, Kensington Campus. **Admissions:** Lidia Voza, Helen Zicherman, clerks, Kensington Campus. Angela Gullo has transferred from Nursing to Admissions, St. James Campus. **Fashion Technology:** Randy Corcoran, teaching master, Apparel Management, Kensington Campus. **Mathematics and Science:** Jineswar Singh, instructor, Kensington Campus; Gwen Buttle (from the Nursing Division), Malcolm MacNeil, Malcolm Marshall, Peter Schembri, Bob Singh, instructors, Casa Loma Campus; Cohen Hersch, Diane Wardrobe, faculty (seasonal), Casa Loma; Ishwar Dean, George Cook, faculty, Casa Loma. Ray Danely is the new director of the Test Centre at Casa Loma (ext. 491). **Electro-Mechanical:** Robert McLaughlin, welding instructor, Casa Loma Campus; Geurt Van De Kraats, instructor, Casa Loma. **Architectural Technology:** Constant Mitchell, Thomas Balcarac, instructors, Casa Loma Campus. **English and Liberal Studies:** Barbara Sutherland, school of Dance, St. James Campus; Nina Peterson, technician, School of Dance, St. James Campus. **Audio Visual:** Rupert Bustamante, operator, St. James Campus. **Student Services:** Lois Doyle, placement clerk, 500 MacPherson. Paul Hollow has transferred from 500 MacPherson where he was publications co-ordinator to the Counselling/Placement Office at Kensington Campus, to resume full-time duties as a counsellor.

Research and Planning: Teresa Karolewski, 146 Kendal Avenue. **Personnel:** Wanda Moore, clerk, 500 MacPherson. **Industrial Training:** Klaus Wendland, College Campus. **Vice-President's Office:** Ken Crooke, faculty, English and Liberal Studies, is currently working on a CAPRI study of internal communications, a special project under the Vice-President, Academic. David Lewis, faculty, English and Liberal Studies, has replaced Betty McWhinnie as Assistant to the Vice-President (Academic) preparing material for the Education Committee of the Board of Governors.

Maintenance: John Arruda has transferred from 146 Kendal to Nightingale Campus. **Health Sciences:** Mary King has transferred from Nursing, St. James Campus, to John Crump's office at 175 Kendal. **Casa Loma Campus, Driver Training:** Chris Wengle has transferred from Accounting, MacPherson, to Driver Training, Polson Street.

Congratulations

Al Cockburn, formerly with the Mathematics and Science Division, has been appointed assistant to the principal at College Campus. **Wally Johnny** (heating courses), **John Dutton** (extension courses) and **Bill Barnett** (refrigeration/air conditioning courses) have been named coordinators in the Architectural Technology Division. **Grizella Schanderl**, formerly with St. James Admissions, has been appointed secretary to the Dean, Architectural Technology. **Vicki Backway**, formerly with the Graphic Arts Division, has been appointed a secretary with the Business and Commerce Division. **Diane Parsons**, formerly secretary to the Comptroller, has been appointed secretary to the Academic Council, replacing Lynn Martin.

Electro-mechanical Chairman Bill Dykstra recently received an Honorable Mention for his "excellent presentation: Finding and Implementing Cost Effective Application of Computers in Education" in the Honeywell Large Systems Users Association competition for Best User Presentation.

Departures

Jim Hatton, food purchaser with the Food Technology Division for the past several years, has left the College to take a position with the Canadian Institute for the Blind. **Lynn Martin**, secretary to the Academic Council, has left to take a position outside the College.

Retirements

The Casa Loma maintenance staff had a cake and reception for long-time caretaker **Ignatius** (ext. 491). A retirement party was held for four College Campus staff this fall: **Sid Aikins**, **Fred Walker** and **Brendan Foley** ESL teachers in the English and Liberal Studies Division, and **Jim Vaidl**, who was in charge of receiving and stores at College Campus. The College Campus Health Centre had a campus farewell party, and all Health Services staff held a dinner at Kensington Campus, this fall to honor **Margaret Trueman/Lowes** on the occasion of her wedding in September and her retirement in October. Mr. and Mrs. Lowes spent their honeymoon driving through the Algonquin Park and Ottawa region to see the fall colors. Margaret plans to take some courses at York University starting next fall.

Happenings

Congratulations to Randy Corcoran, Fashion Technology, and his new wife Linda who were married in October; to Jagoda Heilman, Student Services, who had a baby girl, in October; to Kathy Prypiasiak, Health Sciences, now Mrs. Kwasnyia, who was married in October; to Marcia Smith, Payroll, now Mrs. Parris, who was married in September; and last but certainly not least Margaret Trueman, now Mrs. Lowes, who was married September 29, one month before her retirement from the College Campus Health Centre.

Happenings

Faculty and Regents reach tentative settlement

A tentative contract settlement between negotiators for 6400 community college faculty and the Council of Regents representing 22 Ontario colleges, was announced December 10 in a joint release. The agreement followed two days of bargaining with the help of mediator Harry Waisglass. An earlier contract proposal involving a 12% increase over two years was voted down by OPEIU November 8. But strike action was not authorized. Details of the proposed new contract are being withheld pending notification of the union membership. Local union officers will meet in early January to consider the settlement. The membership vote is tentatively set for January 15.

Com O Lib

Newsletter of the Community College Libraries in Ontario

MASTHEAD: Second-year Graphic Design student Andrea Snook designed this winning masthead for COMO LIB, a quarterly publication for community college libraries in Ontario, in a contest this fall. Rita Edwards, Director of Library Services for George Brown, was recently appointed the new editor.



CHRISTMAS CARAVAN '78. College Campus is holding its annual Christmas party. Inviting students from South America, Spain, Korea, China, Portugal, Vietnam, Greece, Russia, Romania, Hungary, Poland, China, Japan, Italy, Iran, Canada and India, on December 28, from 10 a.m. to 2 p.m. This is a joyful celebration by our new Canadian students of the spirit of Christmas around the world.

Mosaic is published
bi-monthly by Student Services

● Delta 1000 computer to cut energy costs (cont'd from page 1)

energy costs of about 18 per cent, based on suppliers' predictions."

But even before drastic increases in energy costs had occurred, the department was involved in several projects to reduce energy consumption. In 1975-76, the College used 37.53 equivalent kilowatt hours per gross square foot. Last year, that figure had

dropped to 30.79. Based on current hydro prices, the cost avoidance represents a saving of about \$170,000.

In 1975, there were also four College buildings totally dependent on oil for heating, which is today one of the most expensive forms of energy. But in the last four years oil heating costs have been reduced by 75 per cent. The College

is converting to natural gas as a source of heat and by January, 1980, not one building will rely totally on oil for heating purposes.

The department has even examined ways to reclaim wasted energy. As a result, three campuses now have heat pump systems which recover heat from overheated areas to be used in cooler rooms.

The last phase of a three-year project to replace light and leaky windows at Kensington Campus was recently completed. "The windows were replaced with properly sealed double-glazed windows and frames and we expect to recover the cost of the project in seven years," Mr. Kant says. And last summer, 500 MacPherson had a new roof installed after a thermal survey revealed that a large portion of insulation in the roof was saturated with water, making it ineffective.

A preventative maintenance program has been initiated and will save money by reducing the frequency of unexpected breakdowns of plant equipment. "Important maintenance tasks have been iden-

tified for staff each week at every campus and are given priority over other assignments except in emergencies," says Kant.

Finally, in co-operation with staff at each campus, the department has reviewed and reduced lighting levels throughout the College. "We made sure that working and teaching environments did not suffer," Copey says. "If there are any such cases, we would like to hear about them."

In fact, the department can only reach its goal of minimizing energy consumption and reducing spending if all members of the College co-operate in an attempt to keep costs down, says Copey.

This grad makes a clean sweep

Heikki Hakala keeps coming back to George Brown. First, it was the Meat Cutting program, "but that didn't turn out too well after I graduated." Then he entered the ten-week Certified Building Custodian program, graduated in 1974, and started to build his own business while working as a superintendent in a large apartment building.

Today, with an office located near Yonge and Bloor, Mr. Hakala does everything from paper work to cleaning. It's a one-man business and he wants to keep it that way. "It would mean to many headaches to have people

working for me. I like it the way it is, and in a few years I can retire," says the 52-year-old.

The ten-week program at the College trains students to use the latest cleaning systems, equipment and products, and includes courses in English and custodial mathematics. Mr. Hakala says the program was just what he wanted. It was very practical and taught us how to do everything from running a small business to proper cleaning procedures, he says.

Born in Finland, Mr. Hakala travelled to Sweden to work on a milk farm for five

years before venturing to Canada. He spent about six months in Montreal and then moved to Toronto. He's been here for almost 20 years.

After being lay-offed from a job in a Toronto factory, Mr. Hakala was directed to the College by Manpower. He plans to continue his studies at George Brown as soon as there are enough students enrolled to offer the part-time course in housekeeping supervision, which is designed to develop supervisory and management techniques. Then he's considering taking a part-time course in Carpet Care. After that — who knows.

GBC AND INDUSTRY



An "Executive Briefing On The Ontario All Business Development Corporation Act (1979)" attracted more than 100 delegates, mainly from law and accounting firms, November 13. The "Briefing", sponsored by George Brown's new Seminars and Conferences Unit, was held at the Downtown Holiday Inn. It was the second in a series of approximately 30 seminars planned for 1979/80.



Approximately 500 members of College advisory committees and George Brown staff met over dinner at the Harbour Castle Hilton, October 23, in a move by President Doug Light to revitalize the advisory committee process at the College. Advisory committees for College programs meet, usually twice a year, to provide input on curriculum and the job market from respected members of the business and industrial community.

Students get on-the-job training

"So many people malign industry for not co-operating to help train students," says Brian Cooper, acting chairman in the Food Technology Division.

But the College has no trouble placing more than 750 students a year in hotels across the city for up to eight weeks of training. Next year, Mr. Cooper says a full-time industry-relations person will be hired to organize co-op training sessions.

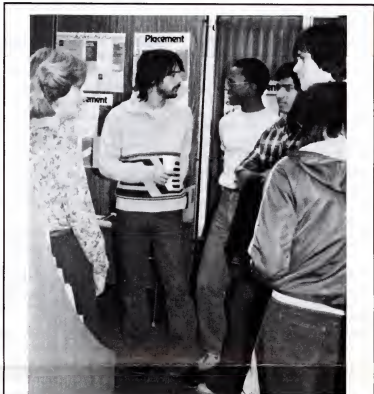
The Sheraton Centre, one of the Commonwealth's largest hotels with 1500 rooms, has helped train and hired more than 10 graduates from both the culinary, and food and beverage management programs.



Hotel Front Office students get firsthand experience in a co-op training program at the Sheraton Centre Hotel. From left: Revendie Gupta, Randall Smith, Michael Nitschols.

"Evaluate before you hire" gives employers the chance to look over possible future employees, says Janice Herchmer, Sheraton's director of

personnel, also a George Brown graduate. "An 'A' student (academically) might not be able to handle on-the-job



Placement holds open house

Placement Officer Marjorie Jenkins chets with a group of Air Conditioning students during open house at the Cesa Lome Placement Office, October 31. Close to 400 staff and students visited the campus placement offices during open houses held that week in conjunction with Ontario Careers Week. Services offered at each campus include: a job registry; scheduling of on-and-off campus recruitment interviews; individual help with resumes and application letters; placement reports on past graduates; audio-visual materials on request; free brochures and pamphlets. Each office also has a career library with books on resume writing, interviews and job advancement possibilities; employer directories; specific information on particular companies and their positions available to new graduates; calendars of other Ontario colleges and universities. The Cesa Lome Placement Office is located on the second floor, 160 Kendal Avenue, Room C220 (off the cafeteria). The new Kensington Placement/Counseling Office is in Building 3 on the first floor. The St. James Placement Office has recently moved to Room 110 (near the King Street entrance).

97% of grads find jobs

In 1979, 1060 students graduated from post-secondary programs at George Brown College. Ninety-nine of these continued their education:

76 at George Brown or another community college;
14 at university;
9 at other institutions.

The College was unable to contact 62 graduates (less than 6%) — 58 were working in jobs related to their programs; employment for other reasons e.g. medical, personal, travel, etc.

Of the remaining 916 graduates available for employment: 786 or 84% were working in jobs related to their programs; 23 or 3% were working in jobs unrelated to their programs; 27 or 3% were seeking employment.

The overall placement rate is 97%.

Further questions on this year's placement report should be directed to the Co-ordinator of Placement Services at ext. 204. Reports will be available in the campus placement offices in December.

pressure. It gives them a chance to discover and strengthen their weaknesses," says Mr. Cooper.

This type of training has come a long way since its inception more than a decade ago. Students at George Brown across the city one day a week during the first part of their second year.

"That caused a lot of problems in terms of evaluating

students, because one day just wasn't enough," says Ms. Herchmer. "Now students stick to one hotel."

Ms. Herchmer says the Sheraton Centre is anxious to become more involved in co-op training through lectures, seminars and visiting classes to find out what's being taught. "Then we can help colleges even more to keep up with new trends in industry. It's of mutual benefit," she says.

Meet the governors

Fifth in a series of articles introducing George Brown's Board of Governors. The Board has 12 members including the President of the College.



Willy Villano

Willy Villano was appointed to the Board of Governors by the Council of Regents last January. He is also a member of the property committee, which is responsible for recommending various physical plant projects and their financing to the board.

Mr. Villano was born in Clifton, New Jersey in 1915. After completing grade eight, he went straight to work to help his family "pay the bills". In 1933, he became a member and secretary of local 134 of the International Ladies' Garment Workers Union (ILGWU) in New Jersey. By 1938 he had become manager of the local at age 22.

During World War Two, Mr. Villano received numerous decorations and citations serving in the United States army. In 1948, he was awarded an equivalency diploma for grade 12 by education authorities in the state of New York.

A job opportunity with Toronto local 72-199 of ILGWU brought Mr. Villano to Canada in 1966. "I liked it here, so I stayed," he says. Today, he's manager of the local and a member of several associations, including manager of both the Toronto Cloakmakers Joint Board and the Dress and Sportswear Joint Council; chairman of both the Dress and Sportswear Advisory Committee under the Industrial Standards Act of Ontario and the advisory committees of George Brown's Apparel Management and Industrial Power Sewing programs.

Mr. Villano is also active in the Italian community as chairman of the Advisory Board of the Italian Community on Occupational Safety and Rehabilitation, among other responsibilities.

In fact, his involvement in various associations leaves little time for him to pursue one of his favorite hobbies—photography. "I used to develop my own pictures, but now I don't have the time," he says.

Mr. Villano says he's proud of his appointment to the College Board of Governors. "I'm interested in every phase of the College. I first became involved with George Brown, because (I recognized that) training people for jobs is very important. I've seen many university graduates coming to the College to learn a specific trade," he says.

Within the next few years, Mr. Villano says the community college system will grow tremendously. There's a big need for apprenticeship-type training, he says.

Therefore, one of the most important priorities of the College is "to get into high schools to tell students what options are available to them, to give them a choice."

His designated area of interest at the College is the Graphic Arts Division. He has also taught a course in labor legislation and contract negotiations at the College for the last four years. "The money I get paid for teaching is returned to the College for scholarships," he says.

Mr. Villano is nearing retirement age, but says he will continue his lifelong struggle to help minorities in the community. "I don't think I could retire. I've been active in the community all my life."

Sandra Falconi-Srigley

Sandra Falconi-Srigley was appointed to the Board of Governors by the Council of Regents in January this year. Sandra is also a member of the Education Committee, which reviews the educational soundness and cost of all proposed and present programs offered at the College. Her designated area of interest is the Nursing Division.

Sandra was born in Montreal in 1953, but moved to Sault Ste. Marie in early childhood. In 1966, her family came to Toronto where Sandra attended Richview Collegiate in Etobicoke.

She graduated from the University of Toronto with a Bachelor of Science degree in 1973. She then enrolled in George Brown's Diploma Nursing program and graduated in 1975. She is the first graduate of the College to sit on the Board of Governors.



Sandra Falconi-Srigley

Sandra spent two years working as a nurse at St. Michael's Hospital. But her baby girl, Jocelyn, born eight months ago, has become a full-time occupation. Even so, Sandra works part-time for the St. Elizabeth Visiting Nurses Association, along with her duties at the College.

Some of her main concerns at the College include the preparation of new and interesting courses in the Nursing Division and maintaining high standards of education at the College.

"Some time in the future I would like to work at the College, perhaps as an instructor," she says.

Sandra is an active downhill skier. In fact, she won the sleet event of an invitational meet in Vermont during high school. She also enjoys skating and swimming.

Sandra has been married for five years. Her husband, Dr. John Srigley, is a senior resident in pathology at Toronto Western Hospital.

Staff development has become an integral part of George Brown

Since the first in-house teacher training programs were initiated at George Brown more than 10 years ago, those involved in staff development have worked to make it an important part of College operations.

Now it's a formal College objective:

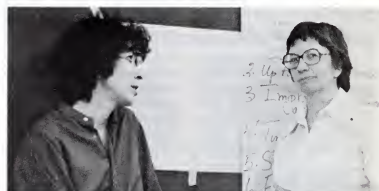
"to develop fully an integrated staff development program making available a framework to assist, as a joint responsibility, all staff in updating their skills vital to the fulfillment of the College's educational mandate and in achieving their full personal and professional potential." (College Objective No. 8, Multi-Year Plan '79).

An integrated staff development program was, in fact, launched at the College early last spring under the auspices of staff development officers Pat Stanojevic and Karen O'Kain. The program created 28 local staff development committees (one for each department/division) to "better determine the needs of workers in various areas".

The committees will now meet with Pat and Karen twice a year to discuss seminar and workshop proposals. One of the things we've discovered is that staff want to know more about what's going on in the George Brown community, says Pat Stanojevic. In response to this need, the department has set up a number of workshops on communication for this fall and winter. Seminars on telephone techniques, filing, minute-taking and improving print communication are a few of the topics to be covered.

"We act as resource people, helping the committees to structure programs and to find qualified personnel to run seminars," says Karen.

The department also acts as a clearing house by directing people in different departments who are being offered in other areas. "We organize and run some pro-



Staff Development Officers Karen O'Kain (left) and Pat Stanojevic discuss characteristics of the adult learner and climate setting in the classroom during an in-service teacher training program, Dec. 17 at 146 Kendal.

grams centrally, but only if there seems to be broad interest among College personnel," says Pat.

Some programs are attracting as many as 80 per cent of staff in an area. The department will soon be gathering statistics to monitor growth.

The College objective of emphasizing excellence of course and program offerings, is another major concern of the Staff Development Department.

Towards this end, instructors are assisted in preparing mechanisms to evaluate their courses and programs. One of these is the College and Program Review Instrument (CAPRI), in which staff, student and employer opinions on a wide variety of aspects about a program are gathered. These statements are then compiled into a report, which also contains recommendations from faculty. Faculty may or may not present the report to administrators. "But experience is that they do present them to administration to get support for change," says Pat Stanojevic.

The Staff Development Department has also produced a new publication called "A Manual To Assist Teachers In The Administration Of Student Rating Of Courses". This is currently in the process of being distributed to all faculty and academic administrators in the College.

"We also try to provide ac-

tivities that people identify as areas they want to explore in order to help them function better," says Karen. This also enhances high teaching standards.

Staff development programs have been in existence at the College since before the formation of George Brown College in the late 1960s. The first programs were for in-house teacher training. Malcolm Sykes, now principal at St. James Campus, was in charge of staff development from 1966 (as Vice-principal of PITTO) to 1976, with the assistance of John Hawes and Eric Lord. Alec O'Reilly, now principal of Kensington Campus, spent three years with the department. He was joined by Pat Stanojevic, former Director of Toronto General Hospital School of Nursing, when the Nursing Division was consolidated and moved to St. James Campus in 1977. Karen O'Kain left a teaching position in the Mathematics and Science Division to join the Department last spring.

Anyone who has questions or suggestions on staff development should direct them to their department or divisional staff development committee (look for the next issue of "Resources For Staff" for a list of contacts). Or phone the Staff Development Office directly. The office will be moving from 500 MacPherson Avenue to St. James Campus in January.

Horace Brown retires after 10 years on College Board

Horace Brown, Vice-Chairman of the Board of Governors, was honored by his colleagues on the board and senior college staff at a retirement dinner at Kensington Campus in November. Mr. Brown has served two terms as a board member, five years as an alderman and five as a city citizen representative. He has been a governor longer than any other in the Ontario college system. In 1977, the



Chairman Robert Bradley (left) and Horace Brown at farewell party in November.

City of Toronto presented Mr. Brown with a Medal of Service given to citizens who serve without pay on the boards of such organizations as George

Brown. The College presented him with a \$50 Canadian gold coin on his retirement, in gratitude for his long service with the College.

● Job transition (continued from page 1)

heavily on their own standards, while 36 per cent showed some reliance on CNO standards.

Even so, the same survey revealed that colleges use only informal methods of liaison with hospitals to prepare students to enter the workforce. Hospital orientation programs varied widely in their duration, while in relatively small hospitals, less than half of those surveyed assessed the effectiveness of their orientation programs.

As a result, Mrs. Stanojevic made several recommendations in her report:

- structured opportunities to facilitate communication between nurse educators and employers;
- nursing programs and

health care agencies planning together activities that will ease the transition from student to worker;

● a systematic evaluation of the effectiveness and efficiency of these planned activities. Early last spring, a series of sessions were held by the Registered Nurses' Association of Ontario, followed by similar meetings this fall. Educators and employers made some concrete suggestions, including the formation of a joint committee of college and hospital personnel to plan ways to lessen the impact of transition from student to worker as one of its duties.

"Although my speech focused on nursing education in particular, these concepts can be applied to all programs in the College," says Pat.